LORAN Scholars Foundation
CHARACTER SERVICE LEADERSHIP

Teachers Building Leaders Award - Progress Report

June 10, 2016

Project Overview

The **Teachers Building Leaders Award**, sponsored by the McCall MacBain Foundation and presented and administered by the Loran Scholars Foundation, recognizes primary and secondary school teachers who go above and beyond to develop character, a commitment to service and leadership skills in their students.

Ana Boskovic (Loran '11) with teachers Joanne Steacy, Welwyn Tam and Warren Chang, Port Moody SS., BC.

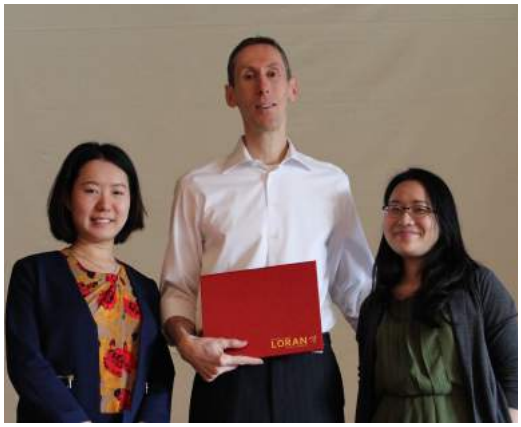
Exceptional teachers introduce their students to new ideas, instil them with a desire to learn and encourage students to see and reach their full potential. Loran Scholars have had these exceptional teachers in their lives, and the Loran Scholars Foundation is pleased to present an award recognizing these early influencers.

Our aim, through these awards, is to recognize the significant impact teachers have on the development of young leaders, offer our scholars an opportunity to show their gratitude to individuals who have impacted their lives, and inspire young Canadian students, teachers, administrators and the community to reflect upon their own leadership development and influencers.

There are several awards recognizing teachers in Canada including, but not limited to: the Prime Minister's Awards for Teaching Excellence, the Baillie Award for Excellence in Secondary School Teaching at Queen's University, Forces AVENIR's Committee Staff Member Awards and the Canadian Family Great Teacher Awards. We view this as an opportunity to develop a national, independent, non-political narrative to recognize teachers who go above and beyond to develop a spirit of volunteerism and philanthropy in their students. With additional support from the Rideau Hall Foundation, we grateful for this opportunity to share our preliminary learnings from this initiative with the aim to create a scalable model for other organizations.

Teachers Building Leaders Award

Inspired and sponsored by the McCall MacBain Foundation, this 3-year pilot was conceived in November, 2014 when Mr. McCall MacBain returned to his elementary school, Orchard Park PS in Niagara Falls, ON, to publicly thank his grade 5 teacher, Mr. Romanovich, for making a difference in his life. Seeing the potential effect of this recognition on his former teacher, the school's students, other teachers and the wider community, Mr. McCall MacBain approached the Loran Scholars Foundation to launch a pilot project recognizing primary and secondary school teachers who have influenced the character and leadership development of our young scholars across Canada.



Jiawen Zhou (Loran Scholar '11) with teacher, Peter Moravec and fellow Jarvis Collegiate alumna, Jennifer Zhang (Loran Scholar '05).

About the Loran Scholars Foundation

Founded in 1988, the Loran Scholars Foundation is a national charity that works in partnership with 25 Canadian public universities, donors and volunteers to invest in young people who demonstrate character, commitment to service and leadership potential. The award, valued at $100,000 over four years, includes a $10,000 living stipend, matching tuition from a partner university, up to $10,000 in summer funding for internships, an orientation expedition, annual leadership retreats and forums and a formal mentorship program The Lo-

ran Scholars Foundation also grants up to 90 one-time awards of $2,000 or $3,000 each year to provincial and national finalists.
Selected for their character, service and leadership potential, Loran Scholars represent the best of Canadian education. Only 30-32 Loran Scholars are selected annually from a pool of 4,200+ candidates, more than 80% of whom hear about the scholarship from a teacher or counsellor. Candidates are typically nominated by teachers and guidance counsellors as one of the top three student leaders at the school, and are assessed by up to 12 volunteer interviewers and assessors over the course of three months. Once selected, Loran Scholars continued to act as leaders on and off campus throughout their university studies.

The track record of scholars long-term is excellent. 90% of Loran Scholars graduate in good standing, and upwards of 80% pursue graduate studies at many of the top universities in the world. The average age of Loran Scholars is just 30 years old, but they are shouldering leadership responsibilities beyond their years. They include the director of the clinical teaching unit at McGill University Health Centre, the CFO of the New Jersey Performing Arts Centre, CEOs and entrepreneurs in tech industries, real estate, financial services, bio-medical devices and the arts, seven clerks at the Supreme Court of Canada, an executive director at Goldman Sachs, two economists at the World Bank, and founders of a dance company for children in post-conflict countries and a camp for kids of families coping with chronic illnesses in PEI.

Teachers Building Leaders Award - Year One

The Teachers Building Leaders Award builds on the core work of the Loran Scholars Foundation - selecting and stewarding young Canadian leaders of character. Our foundation relies upon the partnerships with universities, support from hundreds of volunteers, donors, and the secondary schools' administrators and teachers who help to identify and encourage these exceptional young people.

"Much more importantly, Mr. Scagnetti always challenged me. He would challenge my views, my abilities and my work in a way that has made me tenacious and very thoughtful in the work that I do in my daily life. He was the first teacher who truly helped me formulate my views on the world."
Sarah Burns, Ralph M. Barford Loran Scholar '11 reflecting on her grade 8 teacher, Mr. Brent Scagnetti

In order to ensure that we had the appropriate resources to effectively execute the nominations and award presentations, we launched this first year asking for nominations from the graduating class and limited each scholar to three teacher nominees. As the graduating class, the scholars have the advantage of four years of experience to reflect upon those teachers who ultimately had the greatest impact on their development.

The Teachers Building Leaders Awards nominations opened in March 2015. Of the 27 graduating scholars, 15 submitted nomination essays for 29 teachers in 24 schools. Scholars nominated 21 secondary school and 8 primary school teachers. Two scholars nominated the maximum of three teachers. Seven scholars cited a lack of time to complete the nomination prior to the March 30 deadline. Five scholars felt that they did not have any specific teachers to single out for recognition. Three of those five non-participating scholars did indicate that they would have nominated a coach and /or private teacher (music, performance) for an award if given the opportunity.

Following background checks and reference checks from each eligible teacher's school administration, 28 teachers were selected to receive 2015 Loran Teachers Building Leaders awards.

Jérémy Boulanger-Bonnelly (second from the left) with teachers Pascale Hémond and Jean Lapointe and Governor General David Johnston.

Each of the 2015 Teachers Building Leaders Award recipients receives a letter of commendation from His Excellency the Right Honourable David Johnston, Governor General of Canada, and through a local certificate presentation, is recognized by the Loran Scholar who nominated them. His Excellency has also provided video greetings, in both English and French, used at the conclusion of each of the presentations. We were honoured by a special presentation at La Citadelle in October 2015 to two Quebec City teachers (see Preliminary Report (December 2015) Highlights).

As of June 10, 2016, we have presented twenty-four of the 2015 Teachers Building Leaders Awards to teachers in Ontario (Durham, Toronto, Unionville, Fenelon Falls, Hanover), British Columbia (North Vancouver, Kelowna, Port Moody), Manitoba (Gimli), Alberta (St. Albert), Quebec (Pointe-Claire, Quebec City), Nova Scotia (Halifax) and Newfoundland (Corner Brook).

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Two Gimli teachers honoured for developing young leaders

Presentations have varied based upon the recommendation of the school administration, availability of the scholar and event's season (i.e. graduation, convocation, Christmas assemblies or stand-alone events). In every event, the nominating scholar presented the award to their teacher, and gave a short (5-10 minute) speech on the impact their teacher made in their life. In most cases, a school administrator introduced the award and the nominating scholar and gave their teacher an opportunity to speak. When possible, local Loran alumni were invited to introduce the nominating scholar and had an opportunity to speak personally about their own experience as a Loran Scholar and the influence of their teachers in the community.

The majority of the presentations took place in full-school assemblies including regional school board representatives and faculty or in conjunction with graduation ceremonies or other assemblies. The Evergreen School Division asked to host a special presentation to teachers from Dr. George Jonson Middle School and Gimli High School in order to include a wider public audience and the media.

The first presentation, Sarah Burns (Ralph M. Barford Loran Scholar '11), to her teacher Brent Scagnetti in Unionville, Ontario, was covered by Markham and York Region media, and published in the local newspaper and online blog. An article about Sarah and Mr. Scagnetti written by acclaimed educational journalist John Lorinc was published in February.

Following the award ceremonies hosted by the Governor General of Canada for Jérémy Boulanger-Bonnelly's teachers, M. Lapointe and Mme. Hémond, we worked with the school board to make a public announcement, leading to media coverage in the Journal de Québec and the Charlesbourg Express. In addition, Global News Québec, the Western Star / The Telegram , The Interlake Enterprise, and CBC Newfoundland generated stories about the presentations.

Observations & Learnings

We are impressed with the very positive response from the scholars and our alumni, gratitude and humility from the recipient teachers and the exceptional support of the school administrations to this first year of the Teachers Building Leaders Award.

"I attribute a large amount of my work ethic to his frankness and fervent belief in the capacity of my mind. Mr. Serravalle is an incredible educator who deserves recognition for his authentic approach to inspiring the thinkers of tomorrow."
Aaron Bailey on his teacher Mr. Dean Serravalle

The award gives scholars an opportunity to return to their schools and publicly thank the teachers who have had an important effect on their lives, at a time when many are embarking on the next major chapter in their lives. It is an opportunity to reflect upon and share their experiences with other students from their hometowns and schools, who are not much younger than the nominating scholar, and who are hopefully inspired to reflect upon their own work in their community and gratitude to those who have supported their own development.

"I am so humbled by the acknowledgement. I can't express enough how happy this makes me feel today - at the end of the semester (haha) - and the validation it assigns my tireless efforts in the classroom."
Dean Serravalle, St. Michael's High School, Toronto
(Loran Scholar, Aaron Bailey's high school English teacher)

The immediate impact of the award comes from the personal presentation from the student to their teacher and their testimonial to other students, faculty, and the public. Coordinating these presentations with a graduating scholar and busy school administration is the greatest challenge of the award. Graduating scholars are at a time in their lives when their immediate future schedules are unknown or in flux - heading to graduate school, summer positions, travelling, their parents may have moved from their hometown, etc.

In this first year of the pilot, we recognized almost immediately that our nomination process started too late. Scholars were already over-extended studying for exams, completing graduate studies applications, searching for jobs, etc. during our March/April nomination call. Following nomination reviews and reference checks, it was too late to coordinate any spring award presentations with school administrations - also a time when scholars might have been visiting home.

In order to alleviate these issues in our second year, we invited nominations from the 2012 Loran graduating class in December and gave scholars the month to complete their nominations during their winter holidays. Reference checks commenced in January and we started the planning process with school administrations and scholars in February 2016.

To streamline the background checks and references in 2016, we contacted administrators in-person by telephone and asked them to complete a short, confidential electronic survey / reference letter. This confidential written recommendation / reference provides an opportunity for administrators to express their thoughts about the nomination at their convenience.

Rick Rauser, Hayden Rodenkirchen (Loran '12), Virginia Hallonquist, Christina Klassen (Loran '11) and Duane Schultz

As outlined in our December 2015 Preliminary Report, we encountered some initial hesitation from some administrators to host another school-wide presentation for an award they had never heard of. Some administrators were understandably concerned about "internal political" and potential union conflicts that they encounter for any kind of new award or presentation. It was important that this new award was introduced by an organization the administrators recognized, and the participation of the Governor General helped to elevate the profile of the award. We expect that as the award becomes more widely known, schools and school boards will be more amenable to hosting special presentations.

I feel very humbled and very grateful. I'm honoured to be given this award... It's my hope today that this event will inspire KCS students to seek excellence in all that they do, to embody the very best character, to expand their limits, to embrace certain leadership, and to impact the world for good...
Mrs. Virginia Hallonquist Kelowna Christian School, Loran Scholar, Christina Klassen's high school teacher

Each of the recipients of the Teachers Building Leaders awards are themselves leaders of character, humble, team players, deeply engaged with their communities and dedicated to their students. Over half (60%) of the teachers nominated in 2015 were both teachers and extra-curricular activity leaders or coaches in their schools to the nominating scholars. In the subsequent years of this pilot, we would like to better encourage the teachers and administrators to share their experiences and best practices through more formalized pre- or post-presentation interviews with their nominating scholars and/ or surveys from the foundation.

Looking Ahead - Teachers Building Leaders 2016

Now well into our second year of the Teachers Building Leaders Awards, we continue to refine the nomination and presentation communications and logistics. With an earlier start to the process, we are able to better coordinate presentations, and focus more on the promotion of the events through traditional and social media. The new Loran Scholars Foundation website (launching in August 2016) will feature the Teachers Building Leaders Award program and news.

Of the 25 2012 graduating scholars, 15 nominated 22 teachers from St. John's, NL through to Rigaud, QC, Toronto, ON to Lacombe, AB and across to Nanaimo, BC for the 2016 Teachers Building Leaders award. Presentations of the 2016 Teachers Building Leaders awards have already been completed in Strathclair, MB, Waterloo, ON and a very special double-presentation to teacher Mr. Rick Rauser in Kelowna, BC who was presented awards for both 2015 and 2016 by Loran Scholars Christina Klassen ('11) and Hayden Rodenkirchen ('12).

Sanasi Jayawardena (Loran '12) flanked by teachers, Jennifer Bistolas and Greg Todd, Principal Young (far left) and MP Bardish Chagger, Minister of Small Business & Tourism (far right)

We are looking forward to sharing many more wonderfully inspiring stories and recognizing more teachers across Canada who are working to develop young Canadian leaders of character and who are so integral to the work of the Loran Scholars Foundation. We are very grateful to the McCall MacBain Foundation for their invested belief in this work.